

Extract From Collective Agreement

Protection Arrangements

9.1 Pay Protection Principles

- 9.1.1 The subject of protection arrangements was an issue that the 1997 Single Status Agreement required the Council to consider whilst reviewing its pay and grading structure. These pay protection arrangements will apply to the process of assimilation to the revised pay and grading structure. This doesn't apply to any other current protection arrangements.
- 9.1.2 Such arrangements are a recognised feature of lessening the impact to those employees who may be subject to a reduction in earnings / wages arising from a job evaluation exercise that results in the introduction of a new pay and grading structure.

9.2 Protection of Earnings

- 9.2.1 As a general principle no employee will experience a cash reduction in their "Earnings Package" for a period of three years with effect from the date of implementing the new pay and grading structure (the "Protection Period").
- 9.2.2 During the "Protection Period" the employee's Earnings Package as at 1st April 2007 will continue to attract cost of living pay awards and increments (where applicable) for the three-year period commencing from the date of implementing the new pay and grading structure.
- 9.2.3 There will be no extension to the three year period under any circumstances.
- 9.2.4 During the "Protection Period" the value of an employee's new (lower) salary will increase due to cost of living pay awards and increments (where applicable) and in some cases will "catch up" with their protected earnings within the three year period. In cases where this arises protection will cease at the time that this occurs.
- 9.2.5 After the "Protection Period" the employee will no longer receive protection of their Earnings Package and the employee will be paid the appropriate rate for the job in accordance with the pay and grading structure.
- 9.2.6 Under the terms of the Agreement, the Council undertakes to calculate an affected employee's Local Government Pension Scheme benefits in line with the relevant pension scheme legislation to provide the best overall benefit option for the employee.

9.3 Circumstances That May Affect the Value of Protection

9.3.1 The value of pay protection may be affected if the employee:-

- attains a position that has a total earnings package that is equal to or greater than that of the value of the protected earnings package, the protection will cease
- where the job role is reviewed and this results in a total earnings package that is equal to or greater than that of the value of the protected earnings package, the protection will cease

9.4 Exclusions from Protection

9.4.1 As part of the Single Status Agreement protection of earnings will cease to be applicable in the following circumstances:

- Where an individual is transferred to a lower graded post arising out of action taken under the Council's Disciplinary/Performance Capability procedures;
- Where an individual voluntarily applies for and accepts another job (apart from where this is part of the redeployment process);
- Where a suitable post(s) have been identified that matches protected earnings and an individual does not accept this post(s);
- If the employee voluntarily ceases to work the established pattern/ hours of work from that they were contracted to as at 1 April 2007 pay protection will cease or will be reduced/varied on a pro rata basis as appropriate.